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ABSTRACT

This report presents the results of a survey of grievance policies in approximately 700 school districts; the survey was conducted by the Research Department of the California Teachers Association in conjunction with the Association of California School Administrators. Information about district policies for resolving disputes, commonly referred to as "grievance policies," is presented in table format. Districts are listed alphabetically by type of district (unified, elementary, or high school). Average daily attendance figures are also included, to assist those wishing to make comparisons among similarly sized districts. The report notes that districts were asked to furnish copies of board-adopted grievance procedure policies; many of these are on file in the department's Research Information Center. (Authors/JA)

ED 081730

BOARD ADOPTED GRIEVANCE POLICIES

1972 - 1973

Prepared by

Research Department

CALIFORNIA TEACHERS ASSOCIATION

and

ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

SUPPLEMENTARY RESEARCH REPORT

NUMBER 125

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I N T R O D U C T I O N

The data contained in this Supplementary Research Report was gathered by a survey conducted by the Research Department of the California Teachers Association in conjunction with the Association of California School Administrators. Approximately 700 districts responded to the survey.

This report contains information about district policies for resolving disputes, commonly referred to as *Grievance Policies*. Districts are listed alphabetically by type of district. Average daily attendance figures are also included to assist those wishing to make comparisons among similar size districts.

Districts were asked to furnish copies of board adopted grievance procedure policies and many of these are on file in the department's Research Information Center.

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TABLE 1 - UNIFIED DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
ALAMEDA	12,421	NO POLICY											
ALBANY	2,928	NO POLICY											
ALPAUGH	163	NO POLICY											
ALPINE	126	NO POLICY											
ANDERSON VALLEY	393							X	X	X			
ANTIOCH	8,448							X	X	X		X	
ARCADIA	10,302							X	X	X			
ATASCADERO	3,061	NO POLICY											
AZUSA	13,006								X	X			
BALDWIN PARK	12,909							X	X	X			
BANNING	3,122							X	X	X			X
BARSTOW	258							X	X	X			
BASSETT	8,664							X	X	X			
BEAR VALLEY	1,624							X		X			
BEAUMONT	2,396							X	X	X		X	
BELLFLOWER	12,182							X	X			X	
BENICIA	1,894	X	X		X	X		X	X	X			
BERKELEY	15,613							X	X	X	X		
BIG VALLEY	339							X					
BIGGS	689	NO POLICY											
BONITA	7,791	NO POLICY											
BONHEGO SPRINGS	264	NO POLICY											
BREA-OLINDA	4,603	NO POLICY											
BURBANK	14,242							X	X	X		X	
CABRILLO	2,815							X	X	X			X
CALAVERAS	1,728							X	X			X	
CALEXICO	4,294							X	X	X		X	
CALISTOGA	558	NONE REPORTED											
CAPISTRANO	8,959							X	X	X			
CARLSBAD	4,116			X				X	X	X			
CAPUTHERS	1,052	X	X	X	X	X		X	X	X		X	
CASTRO VALLEY	9,495	NONE REPORTED											
CERES	4,163							X	X	X			
CHARTER OAK	9,422	NO POLICY											
CHINO	9,484							X	X	X			
CLAREMONT	7,221	NO POLICY											

TABLE 1 - UNIFIED DISTRICTS

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DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
CLOVERDALE	1,390							X	X	X		
COALINGA	2,399							X	X	X		
COLTON	11,958							X	X	X		
COLUSA	1,335	NO POLICY										
COMPTON	39,990							X	X	X	X	
CORONA-NORCO	15,844	X	X	X	X	X		X	X	X		X
CORNADO	3,248		X			X		X	X	X		X
COVINA-VALLEY	18,495							X	X	X		
DAVIS	5,559							X	X	X		
DEL NORTE	3,911	NO POLICY										
DESERT CENTER	943							X				X
DESERT SANDS	7,911	NO POLICY										
DIXON	2,033							X	X	X		
DOWNNEY	18,860	X		X				X	X			X
DUARTE	4,875							X	X	X		
EL RANCHO	14,716							X	X	X		
EL SEGUNDO	3,288							X	X	X	X	X
ELSINORE	2,337							X	X	X		
ESCALON	2,114	X			X			X	X	X		
ESPARTO	779							X	X	X		X
EUREKA	8,345	NONE REPORTED										
FAIRFIELD-SUISUN	12,610							X	X	X		
FOLSOM-CORDOVA	12,943							X	X	X		X
FONTANA	13,553		X			X		X	X			
FORT BRAGG	2,568							X	X	X		
FOWLER	2,066							X	X	X		
FREMONT	33,243			X			X	X	X			X
FRESNO	58,313		X					X	X			
GARDEN GROVE	54,727							X	X			
GEYSERVILLE	295	NO POLICY										
GILROY	5,253	X	X	X	X	X		X	X			
GLANDALE	23,953	X		X				X	X			X
GLENDORA	9,279	NONE REPORTED										
HAYWARD	27,700							X	X	X		
HEMET	6,083							X	X	X		X
HILMAR	1,364	NO POLICY										

TABLE 1 - UNIFIED DISTRICTS

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DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
HUENEME	6,920							X	X			
IMPERIAL	1,646	NO POLICY										
INGLEWOOD	13,997		X			X		X	X	X	X	X
IONE	573							X	X	X		
JACKSON	742							X	X			
JOHN SWETT	1,905	X	X	X	X	X		X	X	X		
JURUPA	9,031	NO POLICY										
KELSEYVILLE	694	NO POLICY										
KINGS CANYON	5,611							X	X	X		
KONOCTI	1,198							X	X	X		
LA CANAUA	4,928							X	X	X		
LAKE TAHOE	3,755							X	X	X		
LAKEPORT	1,232	NO POLICY										
LAS VIRGENES	6,012	NO POLICY										
LATON	883	X	X			X		X	X	X		
LINCOLN	5,455							X	X	X		X
LINDEN	2,112		X						X	X		
LIVE OAK	1,261								X			
LODI	11,908							X	X	X		
LOMPOC	13,616							X	X	X		X
LONE PINE	567							X	X	X		
LOS ANGELES	678,933							X	X	X		
LOS BANOS	3,341	NONE REPORTED										
LOS MOLINOS	572	NO POLICY										
LUCIA MAR	6,774							X	X	X		
LYNWOOD	9,407			X				X	X	X		
MADERA	7,681							X	X	X		
MARIPOSA	1,261	X		X				X	X			
MARYSVILLE	8,675							X	X	X		
MAXWELL	299							X	X	X		
MENDOCINO	489		X		X	X	X	X	X	X		
MIDDLETOWN	344							X	X	X		
MILPITAS	10,413							X	X	X		
MODESTO	21,307						X	X	X	X		X
MODOC	1,134								X	X		
MOJAVE	1,464	X	X	X	X	X		X	X	X		

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DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
MONROVIA	7,151	X	X	X	X	X			X				
MONTEBELLO	24,756							X	X	X			
MONTEREY PENINSULA	19,181							X	X				X
MORGAN HILL	4,604							X	X	X			
MT DIABLO	49,525	NONE REPORTED											
MOUNTAIN EMPIRE	1,001	NO POLICY											
MUROC	4,225							X	X				
NEEDLES	1,391	X	X					X	X	X	X		
NEW HAVEN	6,982							X	X	X		X	
NEWARK	9,817	NO POLICY											
NEWMAN CROWS LANDING	1,278							X	X	X			
NEWPORT-MESA	26,498							X	X			X	
NORWALK-LA MIRADA	31,473			X		X		X	X	X			
NOVATO	11,738							X	X	X			
OAKLAND	62,007							X	X	X	X		
OCEANSIDE	10,371								X	X		X	
OJAI	3,609											X	
ORANGE	28,442	X		X			X	X	X	X			
ORLAND	1,852	NO POLICY											
ORO MADRE	1,404							X	X	X			
OWENS VALLEY	248								X	X			
PACIFIC GROVE	3,751							X	X	X			
PAJARO VALLEY	13,093	X	X	X	X	X		X	X	X			
PALO ALTO	15,025	X	X	X	X	X		X	X	X		X	
PALO VERDE	3,938			X				X	X	X			
PALOS VERDES PEN	18,162						X	X	X	X		X	
PARADISE	2,868	NONE REPORTED											
PARLIER	1,712		X			X		X	X	X			
PASO ROBLES	2,389	X	X	X	X	X		X	X	X			
PATTERSON	2,198							X	X	X			
PETALUMA	9,337							X	X	X			
PIEDMONT	2,612	X	X					X	X	X			
PIERCE	824	NO POLICY											
PITTSBURG	5,751							X	X	X		X	
PLACENTIA	13,280							X				X	
PLUMAS	2,880							X	X	X			

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DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
POCUNA	22,454	NO POLICY											
POWAY	8,553								X	X			
PRINCETON	358	NO POLICY											
RAMONA	1,757	NO POLICY											
RIALTO	12,846							X	X	X			
RICHMOND	40,272			X				X	X	X		X	X
RIM OF THE WORLD	2,559	NO POLICY											
RIPON	1,233							X	X	X			
RIVER DELTA	2,742	NO POLICY											
RIVERSIDE	26,685	NONE REPORTED											
ROUND VALLEY	388	NO POLICY											
ROWLAND	14,930			X				X	X	X		X	
SACRAMENTO	53,056	NONE REPORTED											
ST HELENA	1,400						X	X	X	X			X
SAN DIEGO	131,846							X	X		X		
SAN JACINTO	1,823	NO POLICY											
SAN JOSE	38,323							X	X	X			
SAN JUAN	55,255							X	X	X	X		
SAN LEANDRO	9,951						X	X	X	X			
SAN LORENZO	15,368							X	X	X			
SAN LORENZO VALLEY	2,778	NONE REPORTED											
SAN LUIS COASTAL	7,217	NO POLICY											
SAN MARINO	3,510	NO POLICY											
SAN PASQUAL VALLEY	665							X	X	X	X		
SAN RAFAEL	9,039							X	X				X
SAN RAMON VALLEY	10,482	NONE REPORTED											
SANGER	6,470	X	X		X	X		X	X	X			
SANTA ANA	27,634	NONE REPORTED											
SANTA BARBARA	17,938						X	X					
SANTA CLARA	24,271	NONE REPORTED											
SANTA CRUZ	8,669	NONE REPORTED											
SANTA ROSA	13,501							X	X	X			
SHANDON	224	NO POLICY											
SHORELINE	893	NO POLICY											
SIERRA-PLUMAS	666							X	X	X			
SIMI VALLEY	24,254							X	X	X	X		X

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DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
SONOMA VALLEY	3,852							X	X	X		
SOUTH PASADENA	4,110							X	X	X		
SOUTH SAN FRANCISCO	13,653	X				X		X	X	X		
SOUTHERN HUMBOLDT	1,177							X	X	X		
SOUTHERN KERN	1,132							X	X	X		
STOCKTON	31,718							X	X	X		X
SURPRISE VALLEY	293								X			
TAHOE-TRUCKEE	2,557	X	X	X	X	X		X	X	X		
TEHACHAPI	1,703	X	X	X				X	X	X		
TEMPLE CITY	4,802							X	X			X
TORRANCE	35,232	X	X	X	X	X		X	X	X		
TRACY	5,302							X	X	X		X
TRAVIS	3,864	NO POLICY										
TULELAKE BASIN	689	X	X	X	X			X	X	X		
TURLOCK	5,106			X				X	X	X		X
UKIAH	6,248							X	X	X		
VACAVILLE	6,496							X	X	X		
VALLEJO	16,101							X	X	X		
VENTURA	17,972							X	X	X	X	X
VISALIA	13,546							X	X	X		
WALNUT VALLEY	5,043			X		X		X	X	X		X
WESTERN PLACER	2,137								X			
WESTWOOD	489	NO POLICY										
WILLITS	1,951								X	X		
WILLOWS	1,787	NO POLICY										
WINTERS	1,159							X	X	X		
WOODLAND	7,141	NO POLICY										
YUBA	7,642							X	X	X		X
YUCAIPA	4,596							X	X	X		

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
DELANTE	1,683	NO	POLICY										
ALISA	2,245							X	X	X			X
ALTA VISTA	408	NO	POLICY										
ALUM ROCK	16,042	X	X	X	X	X		X	X	X			
AMERICAN	388	NO	POLICY										
ANAHEIM	12,495							X	X	X			
APPLE VALLEY	1,030							X	X	X			
ARCOHE	277	NO	POLICY										
ARMONA	706	NO	POLICY										
ATWATER	3,516	NO	POLICY										
AUBURN	317	NO	POLICY										
AUBURN	1,939								X				
BAKERSFIELD	21,994	X	X			X		X	X			X	
BALISCO-CRESSEY	328	NO	POLICY										
BANTA	188							X	X	X			
BAYSHORE	467	NO	POLICY										
BEARDSLEY	1,626							X	X	X			
BELMONT	3,503							X	X	X			
BENNETT VALLEY	487							X	X	X			
BIG CREEK	179	NO	POLICY										
BIG LAGOON	57	NO	POLICY										
BIGLA-PERSHING	267	NO	POLICY										
BISHOP	1,522	X						X	X	X		X	
BLACK BUTTE	83	X						X		X		X	
BLOCHMAN	174	NO	POLICY										
BOGUS	10	NO	POLICY										
BOLINAS-STINSON	197	NO	POLICY										
BRADLEY	35	NO	POLICY										
BRIGGS	317							X	X			X	
PPISBANE	833							X	X				X
BRITTAN	468								X		X		
BROWNS	189	NO	POLICY										
BUENA VISTA-KERN CO.	38	NO	POLICY										
BURNT RANCH	43	NO	POLICY										
BURTON	740								X	X			
BUTTEVILLE	45	NO	POLICY										

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
BUTTONWILLOW	382	NO POLICY											
CAJON VALLEY	13,293							X	X	X	X		
CALIENTE	34	NO POLICY											
CAMBRIA	244	X						X	X	X	X	X	
CAMINO	422							X	X	X			
CAMPBELL	10,473							X	X	X		X	
CANTUA	371							X	X	X			
CARDIFF	687							X	X	X			
CASCADE	1,947	X	X		X			X	X	X			
CASMALIA	49						X	X		X	X	X	
CAYUCOS	179									X			
CEDAR CREEK	83							X	X	X	X		
CENTER	1,204							X	X	X	X	X	
CENTRAL-KINGS CO	2,332	NO POLICY											
CENTRAL-SAN BERN CO	1,655							X	X	X			
CENTRALIA	6,885							X	X	X			
CHATOM	742							X	X	X			
CHAWANAKEE	43							X					
CHINA LAKE	2,500							X	X				
CHOWCHILLA	1,045	NO POLICY											
CHUALAR	287	NO POLICY											
CHULA VISTA	17,627							X	X			X	
CINNABAR	234							X	X	X			
CLAY	90	NO POLICY											
CUACHELLA	2,580	NO POLICY											
COLFAX	288	NO POLICY											
COLUMBIA-SHASTA CO	239							X	X	X			
COLUMBIA-TUOLUMNE CO	451	NO POLICY											
COTTONWOOD	805	NO POLICY											
COX BAR	31	NO POLICY											
CUCAMONGA	824	NO POLICY											
CUDEBACK	187	NO POLICY											
CUPERTINO	23,011							X	X	X		X	
CURTIS CREEK	556	X			X	X			X	X	X		
CUTTEN	486	NO POLICY											
CYPRESS	7,111							X	X	X			

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
DEL MAR	242										X	
DEL MAR HEIGHTS	72							X	X	X		
DEL MAR HEIGHTS	1,647	NO POLICY										
DEL MAR	3,175	NO POLICY										
DEL MAR	654	NO POLICY										
DEL MAR	1,428	NO POLICY										
DEL MAR	157	NO POLICY										
DEL MAR	152	NO POLICY										
DEL MAR	40	NO POLICY										
EAST WHITTIER	10,122							X	X	X		
EASTSIDE	702							X	X	X		
EL CERRILLO	610	NO POLICY										
EL CERRILLO	4,432				X	X		X	X	X		
EL MONTE	9,555	X	X	X	X	X		X	X			
EL MONTE	352							X	X	X		
EMERYVILLE	6	NO POLICY										
EMERYVILLE	1,408	NO POLICY										
ESCONDIDO	9,162							X	X	X		X
ETNA	263								X	X		X
EUREKA	785							X	X	X		
EUREKA	1,073	X			X			X	X	X		
FAIRFAX-MARIN CO	1,066							X	X	X		
FALL CREEK	8	NO POLICY										
FALL CREEK	2,418	NO POLICY										
FERNDALE	504	NO POLICY										
FIELDHOCK	152						X	X		X		
FIELDHILL	228	NO POLICY										
FORTUNA	892	NO POLICY										
FRANKLIN	386	NO POLICY										
FRANKLIN-MCKINLEY	6,702			X				X	X		X	
FRANKLIN-WHISKEYTOWN	40	NO POLICY										
FRANKLIN	251	X				X			X	X		
FRANKLIN	58								X	X		
FRUITVALE	418	NO POLICY										
GALT	1,251	NO POLICY										
GALT	34	NO POLICY										

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DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
GARVEY	6,427							X	X	X		
GAZELLE	55	NO	POLICY									
GENERAL SHAFTER	108	NO	POLICY									
GEORGETOWN DIVIDE	269	NO	POLICY									
GERBER	457	NO	POLICY									
GOLD OAK	370	NO	POLICY									
GOLD TRAIL	317			X				X		X		
GOLDEN FEATHER	141							X		X		
GOLETA	6,891							X	X	X		
GONZALES	744	NO	POLICY									
GREENFIELD-KERN CO	3,181	NO	POLICY									
GUADALUPE	757							X	X	X		
HAMILTON	291	NO	POLICY									
HANFORD	3,217	NO	POLICY									
HAPPY CAMP	372							X		X		
HAPPY VALLEY-S CRUZ CO	78	NO	POLICY									
HARMONY	347							X	X	X		X
HART-RANSOM	457	NO	POLICY									
HAWTHORNE	5,477							X	X	X		
HAYFORK VALLEY	394							X	X	X		
HEALDSBURG	1,067	NO	POLICY									
HEBER	451							X				X
HELM	58	NO	POLICY									
HERMOSA BEACH	1,604							X	X	X		
HERNDON	274	NO	POLICY									
HESPERIA	1,022	X			X			X	X			
HILLSBOROUGH	1,321							X	X	X		X
HOLT	79	X						X	X		X	
HOPE-SANTA BARBARA CO	979	NO	POLICY									
HOPETON	76	NO	POLICY									
HORICON	29	NO	POLICY									
HORN BROOK	96							X		X		
HOUGHTON-KEARNEY	265							X	X	X		
HUGHES-ELIZABETH LAKES	176	NO	POLICY									
HUNTINGTON BEACH	6,967						X	X	X			
INDIAN SPRINGS	39	NO	POLICY									

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
ISLAND	258	NO POLICY										
JAMESTOWN	455											
JAMUL-LAS FLORES	477							X	X	X		X
JANESVILLE	276							X		X		
JOHNSTONVILLE	124	NO POLICY										
JULIAN	247	NO POLICY										
JUNCTION-SHASTA CO	471	NO POLICY										
JUNCTION-SISKIYOU CO	11	NO POLICY										
KENTFIELD	1,309							X	X			X
KERNVILLE	656							X	X	X		
KINGS RIVER	465	NO POLICY										
KINGS RIVER-HARDWICK	311	NO POLICY										
KINGSBURG	1,269	NO POLICY										
KIT CARSON	380								X	X		
KNEELAND	13	NO POLICY										
KNIGHTS FERRY	26	NO POLICY										
KNIGHTSEN	283	NO POLICY										
LA GRANGE	21	NO POLICY										
LA MESA-SPRING VALLEY	15,124							X	X	X		
LAGUNA SALADA	8,754							X	X	X		
LAGUNITAS	468	NO POLICY										
LAKE-GLENN CO	43	NO POLICY										
LAKE-LASSEN CO	23									X		
LAKESIDE-KERN CO	247	NO POLICY										
LAKESIDE-KINGS CO	469	X	X	X	X	X		X	X	X		
LAKESIDE-S CLARA CO	91	NO POLICY										
LAMMERSVILLE	161								X	X		
LANCASTER	7,201							X	X	X		X
LAS DELTAS	62	NO POLICY										
LAS LOMITAS	1,594	NO POLICY										
LATROBE	20	NO POLICY										
LAWDALE	5,956							X	X			
LEE VINING	140							X		X		
LEMON GROVE	3,990	NO POLICY										
LEMOORE	1,532							X	X	X		
LENNOX	3,036							X	X	X		

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
LIBERTY-TULARE CO	233							X	X	X		
LINCOLN	15	NO POLICY										
LITTLE LAKE	6,377							X	X	X		
LIVE OAK	1,426							X	X	X		
LOLETA	180	NO POLICY										
LONG PIEDRA	518	NO POLICY										
LONG VALLEY	89							X		X	X	
LOOMIS	1,428	NO POLICY										
LOS ALAMITOS	4,490							X	X			
LOS ALTOS	4,921	NO POLICY										
LOS GATOS	3,667							X	X	X		
LOS NIETOS	2,751	NO POLICY										
LOS OLIVOS	85	NO POLICY										
LOWELL	5,421							X	X	X		
LUCERNE VALLEY	257	NO POLICY										
LUTHER BURBANK	287	NO POLICY										
MADONEL	98	NO POLICY										
MAD RIVER	159	X								X		
MAMMOTH	318	NO POLICY										
MANHATTAN BEACH	4,825	X	X	X	X	X		X	X	X		
MAPLE	104	NO POLICY										
MAPLE CREEK	10	NO POLICY										
MARK TWAIN	399	NO POLICY										
MATTOLE	32	NO POLICY										
MCCABE	255	NO POLICY										
MCKINLEY-ROOSEVELT	1,323							X	X	X		
MEADOWS	252							X	X			
MECCA	427	NO POLICY										
MENDOTA	1,282							X	X	X		X
MENIFEE	126								X	X		X
MENLO PARK	1,004								X	X		
MERCED	6,769									X		
MIDWAY	224									X		
MILL VALLEY	3,343	NO POLICY										
MILLBRAE	3,196							X	X	X		
MINERAL	38	NO POLICY										

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
MONTGOMERY CREEK	60							X	X	X	X	
MORELAND	8,503							X	X	X		
MT PLEASANT	3,671							X	X	X		
MT VIEW-S CLARA CO	3,222							X	X	X		
MUPU	69	NO POLICY										X
MURRAY	5,886							X	X	X		
NATIONAL	4,702		X			X		X	X	X		
NATOMAS	128							X	X	X		
NEVADA CITY	891	NO POLICY										
NEW JERUSALEM	147	NO POLICY										
NEWCASTLE	264	NO POLICY										
NEWHALL	2,187							X	X	X		
NORTH COW CREEK	123							X		X		
NORTH SACRAMENTO	5,441	NO POLICY										
NORTHSIDE	77	NO POLICY										
OAK GROVE-S CLARA CO	11,681							X	X	X		
OAK GROVE-SONOMA CO	616							X				
OAK VALLEY	283	NO POLICY										
OAK VIEW	266							X	X	X	X	
OAKHURST	347							X		X		
OAKLEY	1,007	X	X	X	X	X		X	X	X		
OASIS	297	X	X	X	X	X	X	X	X	X		
OCEAN VIEW-GRANGE CO	14,218							X	X	X		X
OCEAN VIEW-VENTURA CO	2,124							X	X	X		
OLYMPIA	26	NO POLICY										
ORANGE CENTER	487	NO POLICY										
ORCHARD	200							X	X	X		
ORCUTT	3,723	NO POLICY										
OROLOMA	260							X		X		
OROVILLE	2,747	NO POLICY										
OXNARD	9,383							X	X	X		
PACHECO	836	NO POLICY										
PACIFIC-FRESNO CO	481							X	X			
PACIFIC-SANTA CRUZ CO	61	NO POLICY										
PALERMO	862							X	X	X		X
PALMDALE	4,205							X	X	X		

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
PALO VERDE	437								X			
PANOCHE	13	NO POLICY										
PARADISE	127	NO POLICY										
PINER-OLIVET	480			X				X	X	X		
PIONEER-KINGS CO	237							X		X		
PLANADA	639	NO POLICY										
PLEASANT RIDGE	455	NO POLICY										
PLEASANT VAL-NEVADA CO	40	NO POLICY										
PLEASANT VAL-S.L.O. CO	15									X		
PLEASANT VAL-VENT CO	5,956		X		X			X	X	X		
PLEASANT VIEW	303	NO POLICY										
PLUMAS	57	NO POLICY										
PULLOCK PINES	500							X	X	X		
POPE VALLEY	33	NO POLICY										
PORTERVILLE	4,508							X	X	X		
PORTULA VALLEY	903	NO POLICY										
RAISIN CITY	277								X	X		
RAYMOND-KNOWLES	63	NO POLICY										
RED BLUFF	1,740	NO POLICY										
REDDING	2,785							X	X	X		
REDONDO BEACH	8,861							X	X	X		
REDWOOD CITY	10,110							X	X	X		
REEF-SUNSET	904	NO POLICY										
RESCUE	514	NO POLICY										
RICHGROVE	452	NO POLICY										
RICHLAND	1,837							X	X			
RINCON VALLEY	3,259	NO POLICY										
RINDGE	49	NO POLICY										
RIO	2,024							X	X	X	X	
RIO BRAVO-GREELEY	247	NO POLICY										
RIO DELL	470									X		
RIO LINDA	9,578								X	X		
RIVERBANK	1,318	X	X	X	X	X		X	X	X		
ROBERTS FERRY	39	NO POLICY										
ROHNERVILLE	508	NO POLICY										
ROMOLAND	235				X			X	X	X	X	

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
ROSEMEAD	2,810	NONE REPORTED											
ROSEVILLE	3,204							X	X	X			X
ROUND VALLEY	190	NO POLICY											
SALIDA	577		X	X				X	X	X		X	
SALINAS	6,572	NO POLICY											
SAN ARDO	107	NO POLICY											
SAN BRUNO PARK	4,399							X	X	X	X	X	
SAN GABRIEL	4,019	NO POLICY											
SAN JOAQUIN-FRESNO CO	528	NO POLICY											
SAN JOAQUIN-ORANGE CO	11,423	X	X		X	X		X	X	X		X	
SAN LUCAS	116	NO POLICY											
SAN PASQUAL	68	NO POLICY											
SAN YSIDRO	2,054	X	X	X	X	X		X	X	X			
SANTA MARIA	6,403	NONE REPORTED											
SANTA PAULA	3,445							X	X	X	X		
SANTEE	7,125							X	X	X			
SARATOGA	3,356	X						X	X				
SAUCELITO	55							X		X			
SAUGUS	4,539							X	X	X			
SAUSALITO	482							X	X	X			
SAVANNA	2,761	X	X	X	X	X		X	X	X			
SCOTIA	226	NO POLICY											
SEAL BEACH	1,155							X	X	X			
SEBASTOPOL	1,234	X	X	X	X	X		X	X	X			
SEIAD	43	NO POLICY											
SHASTA LAKE	1,335	NONE REPORTED											
SIERRA	184						X			X			
SOLANA BEACH	846							X	X	X			
SOLEDAD	1,329	X			X	X		X	X	X			
SOLEDAD-AGUA DULCE	466							X	X	X		X	
SONORA	558	NO POLICY											
SOQUEL	1,917	X	X	X	X	X		X	X	X			
SOUTH BAY-HUMBOLDT CO	657	NO POLICY											
SOUTH BAY-SAN DIEGO CO	6,074							X	X	X			
SOUTH FORK	140	NO POLICY											
SOUTH WHITTIER	4,222	NONE REPORTED											

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
SPRECKELS	543	NO POLICY										
STANOARD	2,115	NONE REPORTED										
STONE CURRAL	103	NO POLICY										
SULPHUR SPRINGS	2,281							X	X	X		X
SUNDALE	431							X	X	X		X
SUNNYSIDE	338							X				
TAFT	1,981											X
TEMECULA	180							X	X			
TERRA BELLA	514	NO POLICY										
THERMALITO	1,172	NO POLICY										
THREE RIVERS	165	NO POLICY										
TIMBER	5,883							X	X	X		
TRAVER	253								X	X	X	X
TRINIDAD	264					X			X			
TUSTIN	9,916							X	X			X
TWAIN HARTE-LONG BARN	376					X			X	X		X
UNION-MARIN CO	13	NO POLICY										
UNION-SANTA CLARA CO	10,279	X			X			X	X	X		
UNION HILL	206	X			X	X		X				
UPLAND	5,897							X	X	X	X	
UPPER LAKE	320	NO POLICY										
VAL VERDE	531	NO POLICY										
VALLE LINCO	1,130							X	X	X		
VALLECITOS	146	NO POLICY										
VALLEY HOME	174	NO POLICY										
VALLEY OAKS	7,377							X				
VICTOR	1,888	NO POLICY										
VINELAND	613	NO POLICY										
WALNUT CREEK	3,784							X	X	X		X
WASHINGTON-MERCED CO	95	NO POLICY										
WASUMA	134	X	X	X	X	X		X		X		
WAUGH	65	NO POLICY										
WEAVER	844								X	X		X
WEAVERVILLE	494								X	X		
WEED	579							X	X			X
WESTMINSTER	12,211							X	X	X		

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
WESTSIDE-L.A. CO	2,054	NO POLICY										
WHEATLAND	2,878	NO POLICY										
WHISMAN	2,738							X	X	X		
WHITMORE	58	NO POLICY										
WILMAR	375	NO POLICY										
WINTON	947	NO POLICY										
WISEBURN	2,276	NO POLICY										
WOODLAKE	1,064	NO POLICY										
WOODSIDE	401	NO POLICY										
WRIGHT	429	NO POLICY										
YORBA LINDA	2,346							X	X	X		X
YREKA	1,166	X			X	X		X		X		

TABLE 3 - HIGH SCHOOL DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel Other
ACALANES	7,929			X				X	X	X		
ANAHEIM	37,090							X				
ANALY	2,073					X		X	X	X		
ANTELOPE VALLEY	7,244							X	X	X		
ARCATA	2,206	NO POLICY										
BISHOP	793	NO POLICY										
BRAWLEY	1,637	NO POLICY										
CENTINELA VALLEY	7,801							X	X	X		
CENTRAL-FRESNO CO	1,325	NO POLICY										
CENTRAL-IMPERIAL CO	2,322				X	X		X	X	X		
COACHELLA VALLEY	1,396							X	X			
COAST	221	X	X	X	X	X		X	X	X		
DELANO	1,959	NONE REPORTED										
DOS PALOS	985	X	X		X	X			X			
EAST NICOLAUS	199	NO POLICY										
EL DORADO	2,476	NO POLICY										
EL MONTE	8,701							X	X	X		
ESCONDIDO	5,270							X	X	X		
EXETER	922	NO POLICY										
FALLBROOK	1,372							X	X	X		
FORTUNA	1,256							X	X	X		X
FULLERTON	1,538							X	X	X		X
GRIDLEY	638		X							X	X	
GROSSMONT	22,671	NONE REPORTED										
HAMILTON	132							X	X	X		
HANFORD	2,597							X	X	X		
HEALDSBURG	1,748							X	X	X		
HUNTINGTON BEACH	16,866			X				X	X	X		X
JEFFERSON	8,274							X	X	X	X	
JULIAN	194	NO POLICY										
KERMAN	644							X	X	X		
KING CITY	970							X	X	X		
KINGSBURG	727	NO POLICY										
LASSEN	1,066	NO POLICY										
LE GRAND	381		X	X	X	X		X	X	X		
LEMOORE	1,602							X	X	X		

TABLE 3 - HIGH SCHOOL DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
LOS GATOS	4,358	NO POLICY											
MERCED	6,407	NO POLICY											
MENDOCINO COUNTY	255							X	X	X			
MUDPARK MEMORIAL	392							X	X	X			
MT VIEW-LOS ALTOS	5,651							X	X	X			
NEVADA	1,623	NO POLICY											
OAKDALE	1,937							X	X	X		X	
OROVILLE	2,379							X	X	X			
OXNARD	15,749		X	X				X	X	X			
PLACER	3,326							X	X	X			
POINT ARENA	164	NO POLICY											
PORTERVILLE	3,357							X	X	X			
RED BLUFF	1,547	X							X				
RIVERDALE	446	NO POLICY											
SAN BENITO	1,355	NO POLICY											
SAN DIEGUITO	3,630							X	X	X	X		
SANTA MARIA	4,334							X	X	X	X		
SANTA PAULA	1,478						X	X	X	X			
SANTA YNEZ VALLEY	676							X	X	X			
SEQUOIA	12,637							X	X	X			
SHASTA	4,563							X	X	X			
SIERRA	776	X			X				X				
SISKIYOU	1,162							X	X	X			
SONORA	1,141	X		X	X			X	X	X			
SOUTH BAY	7,711							X	X	X			
STRATHMORE	306	X	X		X	X		X	X	X	X	X	
SUTTER	352	NO POLICY											
SWEETWATER	24,740	X		X	X	X		X	X	X			
TAMALPAIS	6,034							X	X	X			
TRANQUILLITY	690	NO POLICY											
TRINITY	613							X	X	X			
TULARE	3,335	NO POLICY											
TUSTIN	9,027						X	X	X	X		X	
VICTOR VALLEY	5,322	NO POLICY											
WASCO	869	NO POLICY											
WHEATLAND	868	NO POLICY											

TABLE 3 - HIGH SCHOOL DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES -- GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
WHITTIER	15,585							X	X	X			X
WM S HART	6,522							X	X	X			
WOODLAKE	600	NO POLICY											
YREKA	974	NO POLICY											

TABLE 4 - COMMUNITY COLLEGE DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES - GRIEVANCE POLICIES												
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL				
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel
ALLAN HANCOCK	5,414	NO POLICY										
BUTTE	3,128	NO POLICY										
CABRILLO	4,519	NO POLICY										
CHAFFEY	5,549								X	X		
CITRUS	5,582	NO POLICY										
COAST	18,951	NO POLICY										
COMPTON	4,721									X		
EL CAMINO	13,230	NO POLICY										
FOOTHILL	15,201							X	X	X		X
FREMONT-NEWARK	2,317							X	X			
GLENDALE	4,705	X		X				X	X			X
GROSSMONT	8,404							X	X	X		X
HARTNELL	3,393	NO POLICY										
KERN	9,009	NONE REPORTED										
LASSEN	1,181	NO POLICY										
LOS ANGELES	65,801	NONE REPORTED										
LOS RIOS	21,358						X	X	X	X		
MERCED	3,750	NO POLICY										
MT SAN ANTONIO	10,243	NO POLICY										
MT SAN JACINTO	927	NONE REPORTED										
NORTH ORANGE	19,156							X	X	X		
PALO VERDE	474	NONE REPORTED										
PALOMAR	5,103							X	X	X	X	
REDWOODS	3,391							X	X	X		
RIO HONDO	7,493	NO POLICY										
RIVERSIDE	7,266								X			
SADDLEBACK	2,486							X	X	X		
SAN DIEGO	22,868							X	X		X	
SAN JOSE	8,385								X	X		X
SAN LUIS OBISPO	2,451	NO POLICY										
SANTA BARBARA	6,110						X	X		X		
SANTA CLARITA	1,017	X	X		X	X		X	X	X	X	
SANTA MONICA	8,391	NO POLICY										
SEQUOIAS	4,168	NO POLICY										
SIERRA	3,830							X	X			X
SISKIYOU	1,242	NO POLICY										